



Washington, D. C. 20505

28 APR 1982

MEMORANDUM FOR: Joan M. Clark
Director General
State Department

SUBJECT: FBIS Foreign Service Nationals

REFERENCE: Memorandum to Director General, State Department
from Director of Personnel, Central Intelligence Agency
dated 1 February 1982; Same Subject

1. Reference memorandum advised you of some of the concerns that this Agency was experiencing with the inter-Agency classification and compensation system and the impact on foreign nationals working for the CIA's Foreign Broadcast Information Service (FBIS). Based upon these concerns, we asked your Director, Office of Foreign Service Nationals Personnel to temporarily defer the implementation of recent foreign field surveys of the London and Nicosia FBIS Bureaus. We also informed you of our intent to contract with an external consultant to conduct classification and compensation surveys in several FBIS foreign field locations. Based upon the results of the external consultant's review, I was to decide whether FBIS should remain a part of the present inter-Agency classification and compensation system administered by the Department of State.

2. While seeking approval to contract with an external consultant, I was advised that funding was not available for this project. Therefore, in view of the problems FBIS was experiencing with the inter-Agency classification and compensation system, it was decided that the Agency would have to opt out of the inter-Agency system. This decision was based upon the actual experience FBIS has had thus far with the inter-Agency program and the fact that the inter-Agency system has a significant negative impact on the FBIS mission. In order to meet the unusual requirements and demands of the FBIS program, I have been asked to incorporate the classification and compensation program for FBIS' foreign nationals into our existing Office of Personnel position classification program. I recognize that the decision will be placing a heavy burden on the existing program administered by my Position Management and Compensation Division, but in order to provide the required timely response and support to the FBIS mission, we have begun incorporating the FBIS foreign nationals into our existing system. To help us administer a rather complex and unusual foreign nationals program, I would hope that you would be willing to share the inter-Agency classification and compensation data on foreign nationals with us. Our intent would be to maximize the utilization of your

information to insure the Agency's program is properly administered and remains as compatible as possible with the inter-Agency program.

3. I trust that you will understand the Agency has attempted to utilize the inter-Agency classification and compensation system for several years and that the negative implications to FBIS' mission have become significant enough to require our withdrawal as a member of this program. I recognize the significant efforts extended by your Director, Office of Foreign Service Nationals Personnel to make a most difficult task work for a divergent group of U.S. Government organizations. His efforts have been appreciated and recognized by us, but we have concluded that his resources are insufficient to adequately respond to the intelligence mission of FBIS. We welcome the opportunity to continue maintaining a close and constant contact with your Office of Foreign Service Nationals Personnel in order to insure that we remain aware of what is happening in other U.S. Government organizations with foreign nationals. I ask that you continue to keep an open communication with CIA on this issue of mutual concern.

/s/ James N. Glerum

James N. Glerum
Director of Personnel

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MEMORANDUM FOR: Joan M. Clark
Director General
State Department

SUBJECT: FBIS Foreign Service Nationals

1. As you are likely aware, the Director of the State Department's Office of Foreign Service Nationals Personnel (FSNP) and his staff have been working extensively with CIA's Foreign Broadcast Information Service (FBIS) and my Position Management and Compensation Division (PMCD) in an effort to implement a classification and compensation system for Foreign Service Nationals (FSNs) employed by FBIS. In fact, for the past two years efforts have been underway to develop standards which properly reflect the special mission and functions of FBIS FSNs. We recognize your Office of Foreign Service Nationals Personnel has devoted extensive time attempting to recognize, appreciate, and understand the special requirements levied on FBIS FSNs, and we have been most appreciative of the time and efforts expended on this matter. In spite of this, FBIS has presented significant concerns to me regarding the impact of the inter-Agency classification and compensation program on FBIS FSNs. These concerns include recruitment and retention problems which, according to FBIS, are negatively impacting on FBIS's mission. These same concerns caused us to recently ask the Director, Office of Foreign Service Nationals Personnel to defer implementation of foreign field surveys at London and Nicosia for 90 days, until 15 March 1982. During the deferral period our Position Management and Compensation Division was to study the specific concerns of FBIS as they relate to State Department's implementation of the inter-Agency classification and compensation program and make appropriate recommendations to me.

2. The ongoing PMCD study was interrupted when we recently learned that the FSNs in London were to receive comparability increases effective 10 January 1982 based upon the recent London survey. Because we had asked for a deferral of implementation of the survey, we were informed by the Director, FSNP that he could not grant the FBIS FSNs in London a comparability increase until such time as we gave him our agreement to implement in its entirety the FBIS London survey findings. This decision caused FBIS to appeal to me to render an immediate decision as to whether we would continue to be a part of the inter-Agency classification and compensation system for FSNs. Prior to making a

decision, and fully recognizing that the FSNs themselves would lose while management deliberated, I asked the Chief of our Position Management and Compensation Division to again attempt to gain approval to grant to the FBIS FSNs in London comparability increases. This attempt was unsuccessful as State confirmed its previous decision to withhold the comparability increases from FBIS FSNs until such time as FBIS agreed to implement the London survey. I subsequently considered FBIS's appeal and approved the following courses of action:

(a) A comparability increase for FBIS FSNs in London effective 10 January 1982 using my CIA special authorities to allow this benefit. I have made this decision because we are still participants in the inter-Agency classification and compensation program and have merely asked for a temporary deferment pending completion of our internal study. Because State Department concurred in the 90 day deferral, I presumed that the deferral would not result in our being removed from the inter-Agency classification and compensation program. By barring the FBIS FSNs from receiving comparability increases, it would appear we are not considered to be in the system. I believe FBIS FSNs should be entitled to the same comparability increase benefits as all other FSNs. In addition, I understand that all FSNs in London who would be affected by any downgradings would be in a "saved grade" status and thus entitled to comparability increases at their saved-grade levels.

(b) FBIS contracting with an external consultant to conduct classification and compensation surveys at several of the FBIS foreign field locations in an effort to validate surveys recently completed by inter-Agency classification and compensation survey teams. My intent here is to establish whether FBIS's claims that past survey teams did not fully understand the difficulty or complexity of the FBIS mission or use appropriate standards to classify FBIS FSN positions are valid. After the consultants have examined and delivered their findings to FBIS and myself, I will be better prepared to decide whether FBIS should stay in the inter-Agency classification and compensation system for FSNs.

3. I trust that you will understand that the recruitment and retention problems which would result from implementation of the London and Nicosia surveys are sufficiently significant management problems to merit these above actions. After the consultant's study is completed, I would be pleased to share the information in the study with you and any other State Department officials you may designate.

4. With regard to the actual payment of comparability increase benefits to FBIS FSNs in London, we have advised the FBIS Bureau Chief in London of our approval of comparability increases effective 10 January 1982.

15/
James N. Glerum
Director of Personnel

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1 - D/Pers
2 - PMCD

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